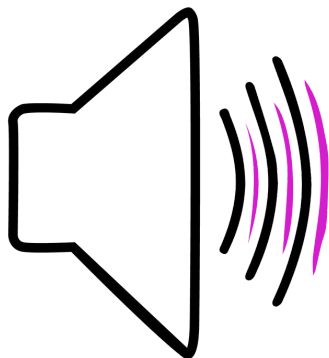




2021 ANNUAL REPORT



**HEAR MY
VOICE**

— WOMEN'S NETWORK —

HEAR MY VOICE

— WOMEN'S NETWORK —

ANNUAL REPORT - 2021

OVERVIEW

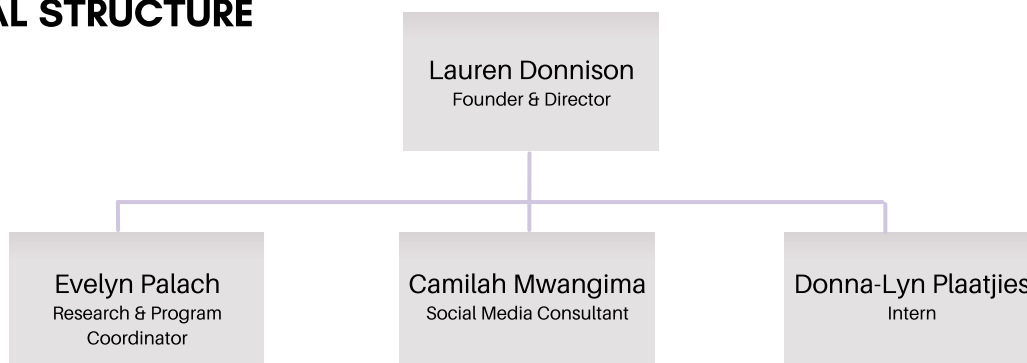
Hear My Voice- Women's Network (HMV-WN) is an online platform that brings women, from all over the globe, together to discuss current issues that are important to them and their communities. Our platform creates a safe place for women to share their ideas and opinions and ask questions without fear of judgement in order to foster gender-responsive educational development and skills growth and achieve our mission of empowering feminist changemakers to raise their voices to advocate for meaningful change that can lead to greater equity in their community. We offer women the opportunity to join women only spaces through our online programs and networking events, to enhance their public speaking skills and ignite their passion to create positive changes in their communities. It is through these opportunities, that we hope to contribute to the creation of a world where the voices of feminist changemakers are heard, respected, and acted upon.

HMV-WN began in April 2020. At the onset of the COVID-19 Pandemic, gender-responsive development programming and knowledge sharing came to a halt, as in-person opportunities for learning and engagement were put on hold. HMV-WN identified the need faced by women seeking a space to learn, network and come together to ensure important work addressing gender issues in their communities continued.

In 2021, HMV-WN hosted 3 Global Empowerment Programs, 2 Legal Professional Programs, and 1 Empowerment Program for Law Students.

HMV-WN is rooted in the values of collective action, knowledge sharing and experiential learning. This is why our programming aims to include participants from diverse communities, and we have already seen the benefits of this collaborative spirit in the documented successes from each of our programs. Despite the challenges of the pandemic, HMV-WN has been able to grow in the online world and create a safe and meaningful space for women around the globe, to increase awareness and understanding about gender equality and gender justice and feel empowered to achieve positive social change, together.

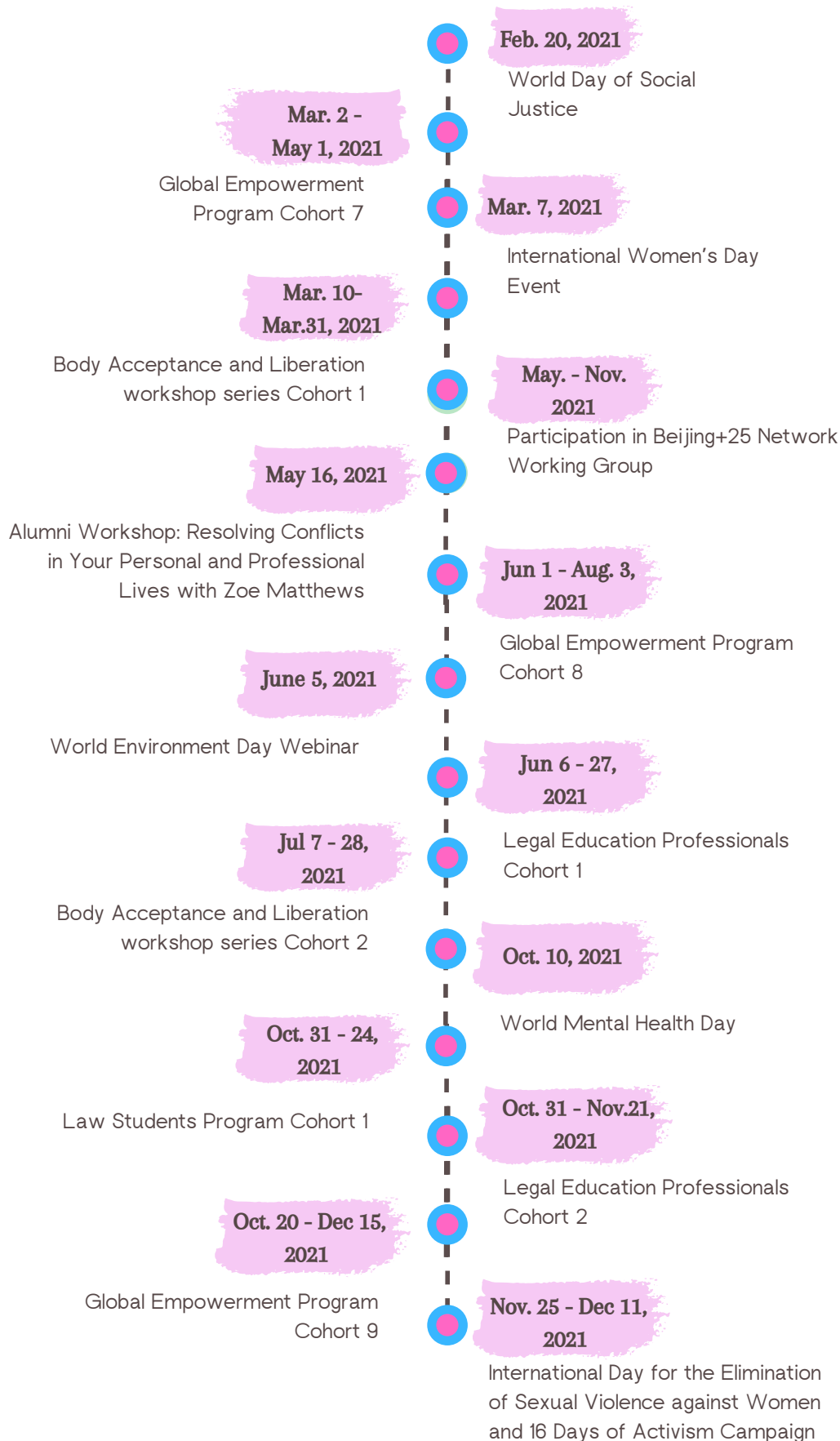
INTERNAL STRUCTURE



HEAR MY VOICE

WOMEN'S NETWORK

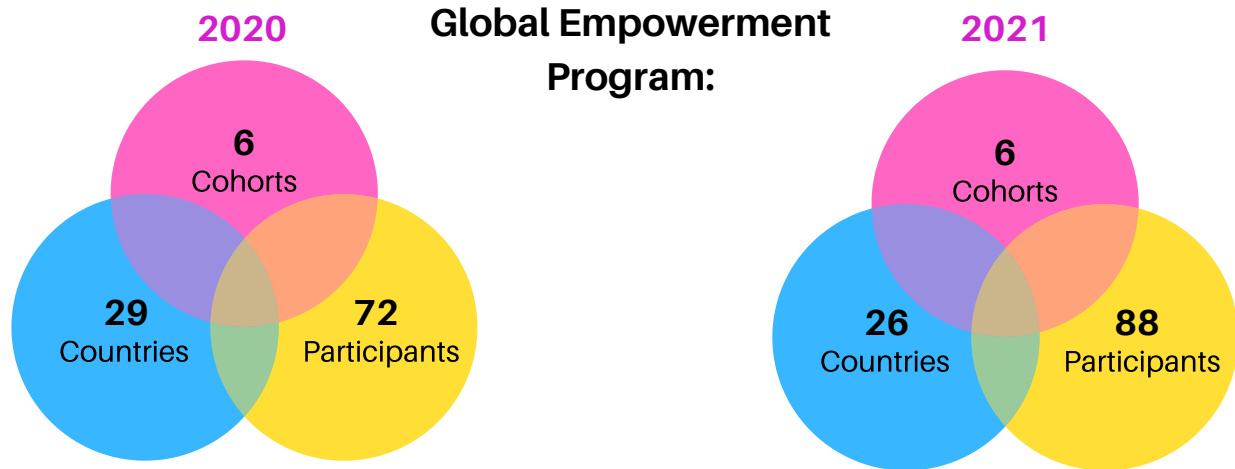
2021 TIMELINE



HEAR MY VOICE

— WOMEN'S NETWORK —

IN NUMBERS:



Countries represented were: Afghanistan, Australia, Bhutan, Bhutan, Bulgaria, Cambodia, France, Ghana, India, Indonesia, Italy, Kenya, Kyrgyz Republic, Lebanon, Luxembourg, Madagascar, Myanmar, Nepal, Nigeria, Pakistan, Pakistan, Palestine, Philippines, Spain, Turkey, United Kingdom, United States of America, Vietnam, Zimbabwe

Countries represented were: Afghanistan, Bangladesh, Bhutan, Egypt, France, India, Indonesia, Iraq, Ireland, Italy, Kenya, Lebanon, Libya, Maldives, Morocco, Myanmar, Nepal, Nigeria, Philippines, Singapore, South Africa, Spain, Sri Lanka, Tunisia, Turkey, Zimbabwe

Total = 160 Global Empowerment Program graduates
* Since HMV-WN began in 2020*

HMV-WN EMPOWERMENT PROGRAMS 2021:

1. Global Empowerment Program: 3 Cohorts

The HMV-WN Women's Empowerment Program aims to accomplish the mission of HMV-WN by increasing women's knowledge about social justice and women's rights, to empower women to use their voices in their community to speak out for their rights and the rights of other women, and to create a network of like-minded women that can support, learn and share their experiences with each other. The program provides women with the skills and knowledge to try to find their own solutions to social justice issues in their communities. As of December 2021, we have conducted 9 Global Empowerment Programs for over 120 women from 30 countries.

Cohort	Number of Participants (female)	Countries Represented	Hours
Cohort 7	10	Myanmar, Turkey, Nepal, Afghanistan, Philippines, Kenya and India	24
Cohort 8	15	Indonesia, Nepal, Myanmar, Bangladesh, Spain, Singapore, Philippines, Kenya and Lebanon	24
Cohort 9	17	Nepal, Myanmar, Italy, Iraq, Egypt, Zimbabwe, Tunisia, South Africa, Morocco, Ireland, Lebanon, Kenya and Sri Lanka	22.5

HEAR MY VOICE

— WOMEN'S NETWORK —

2. Legal Education Professionals: 2 Cohorts

Beginning in 2021, HMV-WN delivered the HMV-WN Women's Empowerment specifically for Legal Education Practitioners. Through this program, 28 legal practitioners, including law professors from over 10 different universities around the world, have come together to discuss the themes of gender equality, sexual and gender-based violence and access to justice. During their 4 weeks together, participants achieve learning objectives in each of these areas while simultaneously building a network of support for one another, which aid in their continued integration of intersectional gender justice into their respective professions. As a result of this, several universities have requested HMV-WN to conduct Gender Justice programs for their students.

Cohort	Number of Participants (female)	Countries Represented	Hours
Cohort 1	17	Indonesia, Maldives, Myanmar, South Africa, Bhutan, India	12
Cohort 2	17	India, France, Philippines, Libya, Turkey, Nigeria, Nepal, Philippines, Bangladesh, Indonesia, Myanmar	12

3. Law Students: 1 Cohort

This was the 1st Hear My Voice- University Program for Nelson Mandela University and Rhodes University. The curriculum used in the Law Students Program was developed specifically for the Program, but adapted from the Legal Professionals Program.

Cohort	Number of Participants (female)	Countries Represented	Hours
Cohort 1	12	South Africa	10


ALUMNI AMBASADOR

In order to share information about the benefits of joining HMV-WN programming, each month an alumnus from a HMV-WN program volunteers to be a part of the Alumni Ambassador initiative. As part of this initiative, HMV-WN features information about the alumnus each Thursday of a selected month, for a total of 4 weeks.


Through the Alumni Ambassador Initiative, members of HMV-WN are able to learn more about the HMV-WN programs in an engaging way. The Alumni Ambassador Initiative also provides an opportunity for HMV-WN alumni to share information about their work, and safely practice their self-presentation skills through a monitored online platform.

DECEMBER ALUMNI AMBASSADOR

I have always wanted to be part of a network that provide me with safe space to discuss issues affecting women. Hear My Voice Empowerment program provided me with this opportunity in a special way. I enjoyed the participatory approaches used during the virtual sessions and learnt how we can be effective advocates for equity and inclusion. Am part of the network because I want to continue learning and sharing my skills/expertise on using sports to advocate for issues affecting girls and young women in the society.



JANET MOTAH



HEAR MY VOICE
— WOMEN'S NETWORK —

HEAR MY VOICE

— WOMEN'S NETWORK —

ONLINE EVENTS

1. International Women's Day

March 8th, 2021, was International Women's Day, which is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity. Significant activity is witnessed worldwide as groups come together to celebrate women's achievements and rally for women's equality.

The mission and vision of HMY-WN directly tied into this year's International Women's Day campaign theme, which was "Choose To Challenge". A challenged world is an alert world, and from challenge comes change. HMY-WN continuously works to empower women to challenge their own perceptions and the structures they encounter in everyday life to create positive change in their communities.

To honor this year's campaign, HMY-WN held an online panel discussion with three distinguished guests: Libby Ndambo, Florence Céline Könnér, and Ameira Sikand. The event took place on March 7, 2021, and the panelists discussed the topic of "Challenging the cultural standards and systems that oppress our bodies to move towards an equal, just and inclusive world." The discussion touched upon personal challenges that the speakers had faced on their own body acceptance and body liberation journeys. Libby and Florence shared how through their discussions around these struggles, they collectively wrote the song Perfect Imperfections. Perfect Imperfections is aimed at describing the emotional journey they went through when learning how to accept who they are. "We constantly battle with either other people's perspectives on our body or our own little voice that's telling us we're not good enough and this song inspires us and hopefully you to know you are good enough." The song is now available on YouTube with a video representing women of all different sizes, shapes and color.

To conclude the discussion, Ameira and Libby provided 5 checkpoints to support others on their own self liberation journey.

2. World Day of Social Justice

February 20th is World Day of Social Justice, this is an international day recognizing the need to promote social justice, which includes efforts to tackle issues such as poverty, exclusion, gender equality, unemployment, human rights and social protections. The theme of this year's World Day of Social Justice is "If You Want Peace & Development, Work for Social Justice". To celebrate this international day, HMY-WN hosted online interviews with two women working in the field of social justice: Pia Conradsen and Sreymom Sean. Both interviewees discussed their experiences in social justice (working in Bangladesh and Cambodia, respectively), and the role of women in these experiences, the challenges they have faced as a social justice champion (specifically as a woman in this work), how they see social justice as a key to peace and development and how the role of women should be encouraged in social justice initiatives.

INTERNATIONAL DAY OF THE
ELIMINATION OF VIOLENCE
AGAINST WOMEN
25TH NOVEMBER
#16DAYS OFACTIVISM



HEAR MY VOICE

— WOMEN'S NETWORK —

3. International Day for the Elimination of Sexual Violence against Women and 16 Days of Activism Campaign

November 25th is the International Day for the Elimination of Sexual Violence against Women and the beginning of the 16 Days of Activism Against Gender Based Violence (GBV). For HMV-WN, this is one of the most important events in our annual calendar; GBV impacts women and girls across the world and impacts every aspect of their quality of life.

In 2021, HMV-WN ran a 16-day campaign, using the HMV-WN social media platform to share the voices of women from around the world. As a global women's network, HMV-WN acknowledges its distinct privilege of learning about women's issues and experiences from its global member base. With this privilege comes the tragic reality and recognition of the deeply pervasive issue of GBV, which knows no borders. Therefore, HMV-WN used its position as a global women's network to share the voices of its members, so that a collective voice could speak out against GBV, in all its forms, from all corners of the earth.

13 women and 1 man from a collective of 8 different countries, including Kenya, Indonesia, Nepal, Canada, the United States of America, Malawi, Palestine, and South Africa, recorded video messages about issues related to Gender-based violence. Throughout the 16 Days of Activism, HMV-WN also shared posters on social media concerning issues related to gender-based violence. Facebook analytics show that HMV-WN's 16 Days of Activism Campaign had a total page reach of 14,055.

PARTNER ACTIVITIES

In 2021, HMV-WN also continue to establish working partnerships with other organizations actively involved in women's issues.

1. Body Acceptance and Liberation Workshop Series

Cohort	Number of Participants (female)	Countries Represented	Hours
Cohort 1	6	Nepal, Cambodia, United States of America	10
Cohort 2	9	Nepal, Kenya	10

HMV-WN partnered with The Unmute Files to for a workshop series on "Body Acceptance and Liberation". Both workshop series were 4 weeks in length, with Cohort 1 commencing March 10, 2021, and finishing on March 31, 2021, and Cohort 2 commencing on July 7, 2021, and completing on July 28, 2021. This workshop series supports participants to understand, imbibe and advocate for radical body acceptance and liberation. Both workshops were facilitated by Ameria Sikand.

2. Alumni Workshop: Resolving Conflicts in Your Personal and Professional Lives with Zoe Matthews

Cohort	Countries Represented	Hours
Cohort 11	Kenya, Nepal, Bhutan, Madagascar, Thailand, Cambodia	3

HEAR MY VOICE

— WOMEN'S NETWORK —

On May 16, 2021, HMV-WN hosted a workshop exclusively for HMV-WN Global Empowerment Program alumni. Based on results from a needs assessment sent to alumni, the workshop was based on the topic: "Resolving Conflicts in your Personal and Professional Lives".

In addition to hands-on practice and self-awareness building exercises, this workshop used case studies of both one to one and group scenarios and role-plays to help participants to better maintain connection with other people through effective communication. This workshop was facilitated by Zoe Matthews, who is a freelance education consultant with 18 years' experience in teaching, training, education research and curriculum development.

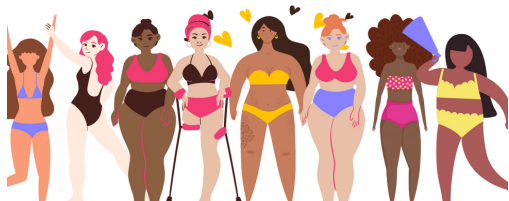
3. World Environment Day Webinar

June 5, 2021, was World Environment Day. To mark this international day, HMV-WN partnered with Swap 'Til You Drop to provide a webinar discussing the impacts of the fast fashion industry on the environment, how it impacts women all over the world, and the action that can be down to combat the harmful gendered impacts of the industry. The webinar was facilitated by Jessica Teal, and recorded and shared on HMV-WN's social media platform.

4. World Mental Health Day



**WHAT IS YOUR FIRST MEMORY
OF DISLIKING YOUR BODY?
WHO WAS INVOLVED?
HOW DID YOU FEEL AT THE
TIME?**



World Mental Health Day is an international day to raise awareness about mental health issues and advocate for increased action to increase global mental health education, and fight against social stigma. To celebrate this day, HMV-WN hosted a social media campaign with the Unmute Files highlighting the connection between mental health and one's relationship with their body, specifically focusing on understanding how trauma, mental health and body liberation are interlinked. As part of the social media campaign, Ameira Sikand of the Unmute files shared a daily journaling practice to help achieve radical self-love and self-reflective prompts that help nurture healthy body relationships and the mindful processing of beliefs and biases that can negatively impact mental health.

5. Network Working Groups

In 2021, HMV-WN was invited to be a part of the Feminist Action for Climate Justice Working Group as part of the Beijing+25 Network, tasked with setting out the vision, strategic directions and priorities of the Canadian Action Coalition, including identifying multi-stakeholder partnerships to mobilize governments, civil society, international organizations, and the private sector.

As part of its involvement with the Feminist Action for Climate Justice Working Group, HMV-WN helped to create a list of indicators and recommendations that will be used to advocate for domestic implementation of feminist climate justice priorities with Canadian officials, as well as indicators to effectively monitor and evaluate official action and ensure accountability by the Canadian government.

HEAR MY VOICE

— WOMEN'S NETWORK —

As part of the Feminist Action for Climate Justice Working Group, HMV-WN provided expertise in the objectives of the Feminist Action for Climate Justice Working Group, which included the following:

- 1. "Increase direct access to financing for gender-just climate solutions, in particular for women and girls at grassroots levels
- 2. Enable women and girls to lead a just transition to a green economy
- 3. Build the resilience of women and girls to climate impacts, disaster risks, loss and damage, including through land rights and tenure security
- 4. Increase the collection and use of data on the gender-environment nexus
- Draft concrete Actions to drive the Acceleration agenda."*
- (Per the "Action Coalition Blueprints B+25 Working Groups Guidelines")

WOMAN OF THE WEEK

Throughout 2021, HMV-WN continued to showcase the work of women around the world through the Women of the Week initiative. Each week, Hear My Voice- Women's Network promotes the amazing work of woman working in the specific fields across all sectors. The Women of the Week initiative serves as a platform for the important work being done by women around the world. Women are encouraged to share information about themselves and their experience working in their sector, as well as any message they may have for other women currently working, or hoping to work, in this field. In 2021, 52 women participated in the Women of the Week Initiative.

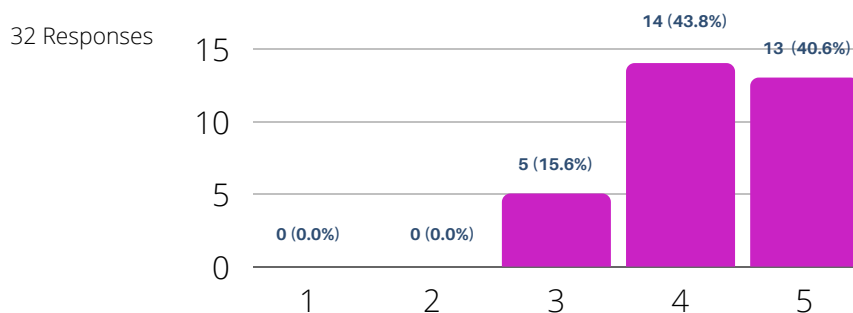
IMPACTS OF OUR WORK

After 18 months of programming, HMV-WN conducted an assessment to understand the impacts alumni of HMV-WN programming have felt and observed, both personally and professionally, following their participation in various programmes. This data is critical for the continued growth and participant responsiveness of HMV-WN.

32 former participants of HMV-WN took part in the impact assessment; 26 respondents were participants in the HMV-WN programming from 2020, while 6 respondents were from HMV-WN programming that took place in 2021.

The majority of respondents reported that the knowledge and skills gained in their respective program has provided them with long term benefits in their studies and work.


The knowledge and skills I gained in the program provided me with long term benefits to my studies/work.



SYED SADIA HOSSAIN

Youth Developer | Women Leader | Changemaker

"I feel inspired to be the reason for someone's growth and improvement. Comparing my past self to the present, helps me to understand how much I need to push myself to add value to the society and people, through my work."



Contribution to Women in Engineering

In 2019, Sadia started working for the establishment of the Women in Engineering Affinity in her University, and finally, she became the Chairperson of IEEE BUP Women in Engineering Affinity, which solely strives to advance women in technology and reach their potential in technical, research, entrepreneurship, and other non-technical. She tried to promote a community of strong individuals who hold each other's best interests in heart, validate self-worth before anything and dignify accomplishments irrespective of gender. Keeping this notion in mind, Syed Sadia Hossain was able to achieve significant victories which motivates her to work more on empowering and developing the youth.

Pre-university outreach and mentorship programs for young women

There are still some stereotypes regarding female students joining Engineering or technical sectors. To encourage and inspire the pre-university students of our country in the field of science and technology, Sadia and her team organized outreach programs where they have successfully organized workshops on various technical sectors. For this initiative, Sadia's Women in Engineering Affinity was awarded the Asia Region's PROJECT "Reaching Locals" funding by IEEE.

Mentorship Programs

Sadia and her team launched a week-long mentorship program, for the young students where they have learnt technical and management skills, programming, robotics, project management and university tactics. With the help of 5 mentors, they took useful sessions and assigned tasks to 55 mentees.

Humanitarian Activities

During the Covid-19 lockdown, street animals who lived by the leftovers or any food are given by the people, named helplessly in the streets with no means of surviving. To extend the hand of humanity we took an initiative to help these poor creatures by organizing a fund-raising program. With the help of generous people's contributions, they completed the initiative by feeding as many street animals as we could find in Dhaka city.

Contribution to Youth Skilling

Currently, Syed Sadia Hossain is working in Wadhwani Foundation, which empowers the youth to acquire, sustain and progress in job sector by providing them AI-enabled access to high quality skilling. In Bangladesh, Sadia has been able to support over 1000 youth with the 21st Century's Employability Skills training which consists of the core competencies that the employers across different sectors seek. Yes Sadia has a clear goal to empower the young generation and especially the women by working in versatile sectors of the economy and society. She always tries to motivate the women around her to join WIE and contribute to every area of development through her platform. And also by building the inner strength and confidence of the youth with 21st Century's Employability Skills training, she tries to empower the youth and the economy.

HEAR MY VOICE

— WOMEN'S NETWORK —

Some notable benefits that the HMV-WN alumni reported were as follows:

"Due to this program, and of course the knowledge I gained, I was able to be involved in the public examination for the Minister of Education and Culture Regulation No. 30 of 2021 regarding the Prevention and Handling of Sexual Violence in University, which was recently ratified in my country, Indonesia."

"The program assisted me to be a stronger agent for women's rights especially in Leadership. I now am not afraid to raise my voice for myself and others. The interaction with other ladies from different parts of the globe enabled me to get more information on the position of women in different sectors. This further gave me understand of how we can work in unison to help the status of women in our respective communities, that eventually contributes to global impact for women."

"I have become more aware that the issue or case regarding SGBV is something very big to pay attention to. In my environment, there are still people who are harassed, such as something that seems small but not trivial, we can say 'cat calling'. Therefore, during the public examination held in February 2021, I raised the case of cat calling so that it could be included in the Minister of Education and Culture Regulation No. 30 of 2021."

"The most significant change that the HMV Program has brought about in me, has been the immense amount of freedom and comfort that it has brought about in me in talking about these topics in safe spaces and out publicly. Most importantly, it has made me connect with strong women from all around the world who hold a similar vision for the world, and are my closest friends even now."

"HMV really opened the door to meet people working and studying in the same field. The program was really helpful and insightful during my studies and some of the talks such as the imposter syndrome one really allowed me to understand myself and work on myself. Although I have taken up a corporate job now that is not related to the gender field, I continue to participate in circles and organizations that I discovered thanks to HMV members."

After this program, I came to realise that I should do something for the better society. I got selected as a Millennium Fellow in the platform's organized by MCN and UNAI, where I along with my friends donated some books for the inmates of Dhading Prison. I think that I became more confident and observant after I took all the session of Women Empowerment.

HEAR MY VOICE

— WOMEN'S NETWORK —

The majority of respondents also reported that they have already taken action to create positive changes in their communities in a subject area that was covered in the Program in question. Some notable actions that have already been taken by the HMV-WN alumni are as follows:

"I started a community safe space to discuss mental health issues among my peers."

I have been able to be part of a pads drive in informal primary schools in my area of residence, I have championed for women political participation and spoken against injustices through my social media platforms. I am part of a group that is now registered as a CBO.

As a result of my participation in the HMV program, I have been able to use my voice and my writings in creating positive changes in the areas of gender equality, women empowerment and girl education by speaking at international platforms and by publishing articles on them. This would not have been possible without the HMV Program and the immense support from the team.

I have been able to start my own venture that is going to cater for adolescent girls and young women who have undergone sexual gender based violence

I gained confidence to champion for the rights of marginalized people. I am currently more vocal in fighting against the rights of key population in the community. Through this, I have been part of Human Rights Defenders in an LBO community in Coastal region

The program has made me realize that using your voice as a way of dealing with issues that many women are faced with really helps in that it raises awareness and most women know that they are not alone and thus gives them the courage to speak out about things they go through on a daily basis.

HEAR MY VOICE

— WOMEN'S NETWORK —

Some respondents noted that while they have not yet taken action, they do have future plans to take action to create positive changes in their communities in one of the areas that were covered in the program in question, as a result of their involvement. Some notable planned actions that the HMV-WN alumni reported were as follows:

I started a master's in Critical Gender Studies to educate myself in the field to empower other women.

Currently looking for funding for a women empowerment program that will work to also promote gender equality and eyeing organizations that I can work with/for who speak for the same

Yes, in every chance, time and opportunity, no matter how small it is, I always give positive vibes to put positive changes for others. And since I'm quite often called to be a speaker, I think it's a good opportunity to spread positive things. So, I have plans for the future when I'm offered as a speaker, I will give sentences that make people more aware not to discriminate against others and act fairly when dealing with anyone.

I want to start going around all the township schools to teach learners about GBV and other prevailing issues that are happening to women in the world so that they can be aware of it all. I also want to let them know about different places they can get help from because many people know little about where they can go when they need help and a lot of people are very ignorant about these type of issues until it happens to them.

As a result of the program, I do have future plans to take action to create positive changes in and around my community and use my learnings to create an impact of change around me. I am also actively looking for work opportunities and associations that contribute directly in making a difference in the field of gender equality and women empowerment.

I want to equip more community members on Feminist Approach to leadership and support one of my mentees to initiate her sport for gender equality initiative.

HEAR MY VOICE

— WOMEN'S NETWORK —

SOCIAL MEDIA PRESENCE

As an online platform, social media remains key in effective outreach and engagement for HMV-WN. As of December 2021, HMV-WN maintains 3 active social media accounts: Facebook, Twitter, and LinkedIn. HMV-WN has maintained Facebook and LinkedIn accounts since 2020. HMV-WN's Twitter account began in August of 2021, and therefore all analytics are measured from the period of August - December 2021. HMV-WN maintained an Instagram account for part of 2021, but due to its lack of success in engagement, the Instagram account is no longer maintained.

Across all 3 active social media platforms, HMV-WN saw an increase in engagement (measured by Facebook page reach, LinkedIn page views, and Twitter engagement rate) in August - October 2021.

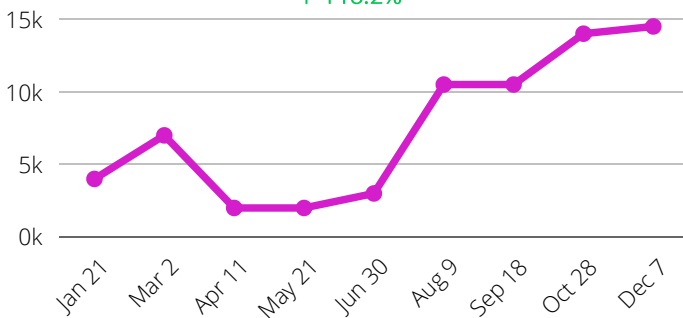


FACEBOOK

Facebook Page Outreach:

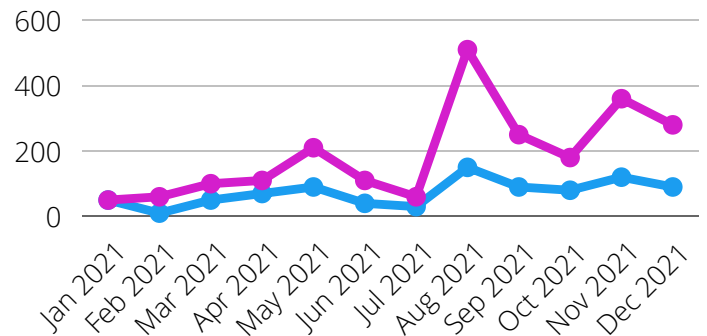
310,923

↑ 115.2%



TWITTER

Page Views



LINKEDIN

Engagement Rate

Dec 31

6% Engagement rate

The demographics of those engaged on social media vary depending on platform. Analytics provided by Facebook and LinkedIn reveal location of those engaged.

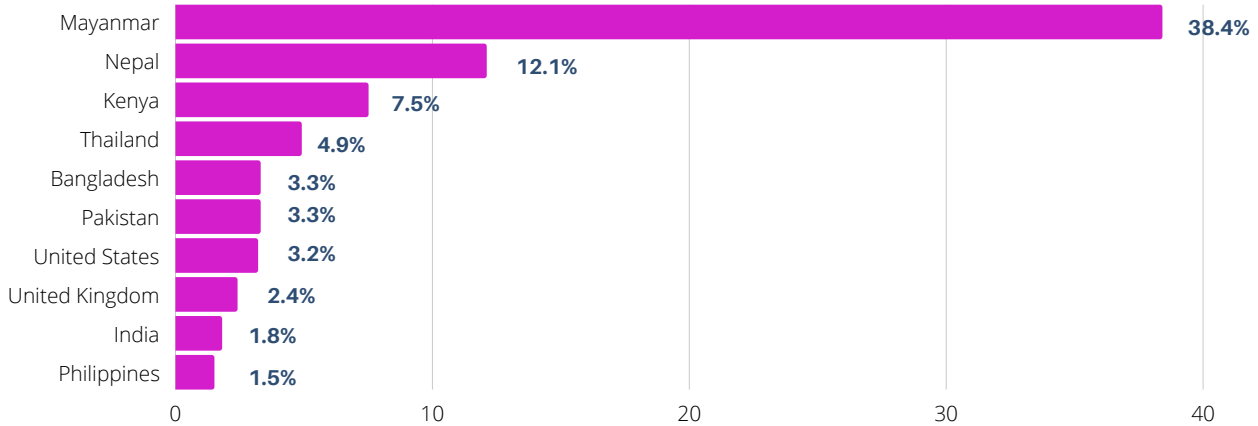
HEAR MY VOICE

WOMEN'S NETWORK



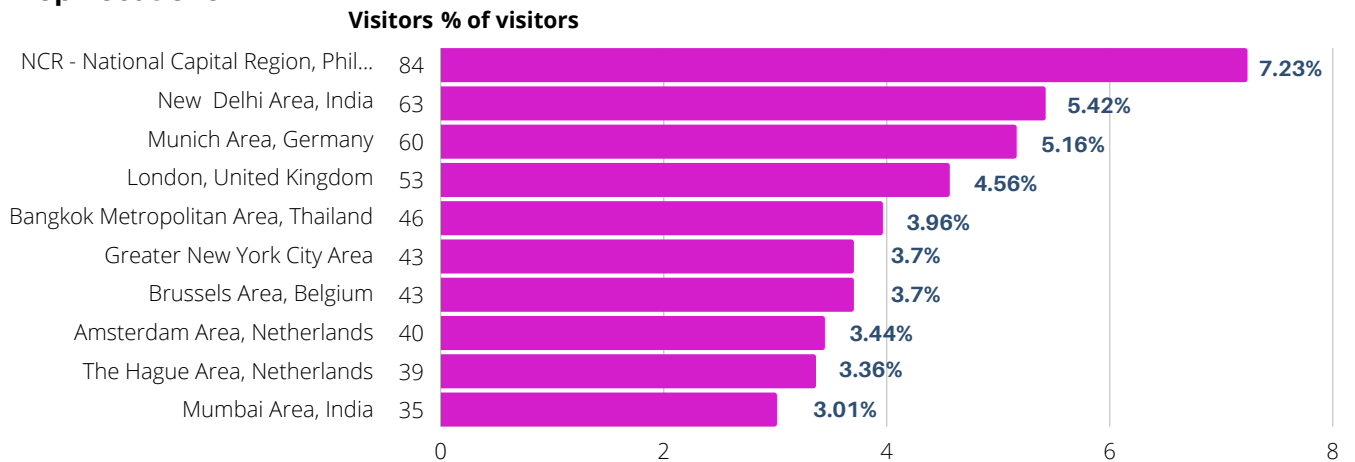
FACEBOOK

Top Countries



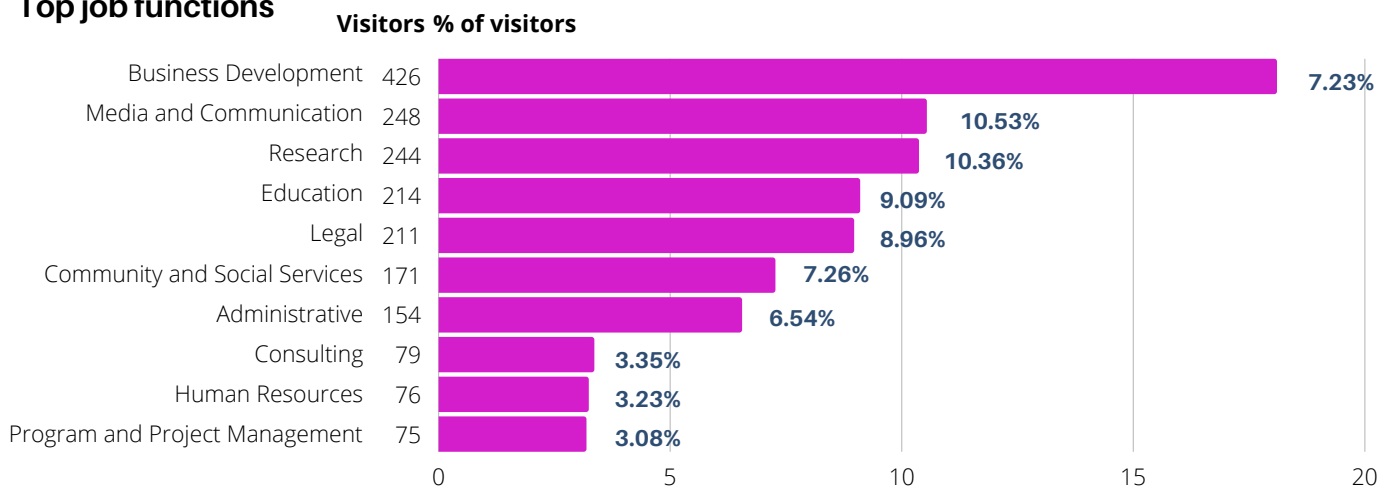
LINKEDIN

Top Locations



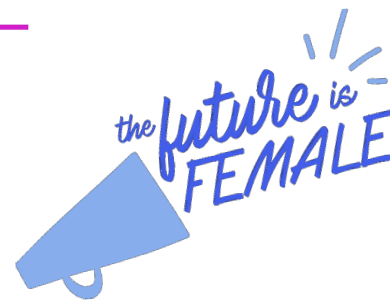
LinkedIn analytics further reveals the top job functions of those most engaged with HMV-WN LinkedIn content as follows:

Top job functions



HEAR MY VOICE

— WOMEN'S NETWORK —



OUR FUTURE

As we enter a new year of programming, HMV-WN is excited to move forward in our strategic development, including by seeking formalization as a legal entity. In order to ensure transparency, accountability and continued inclusivity during the next critical stage of growth for HMV-WN, we are excited to begin our search for a Board of Directors (BOD).

HMV-WN will continue to deliver quality programming, focusing on the Global Empowerment Program and Legal Professionals Program. In 2022, HMV-WN will be rebranding the Global Empowerment Program as the Global Online Empowerment and Community Action Program. The Global Online Empowerment and Community Action Program will be extended to 12 weeks, to incorporate a 4-week practicum, during which time participants will be encouraged to initiate positive social change within their community, while receiving continued mentorship and support from the HMV-WN team. By adding this extension to the Global Empowerment Program, HMV-WN endeavors to provide participants with the support necessary to use their skills built during the Global Empowerment Program in real-life situations.

HMV-WN will be seeking opportunities to expand the Law Student and Legal Education Professional Programs, by leveraging existing partnerships with universities as well as continuing to form new partnerships in 2022. HMV-WN will also be exploring potential opportunities to host online events featuring participation by both legal educational professionals, including professors, and law students.

HMV-WN did not host virtual networking events during 2021 due to low participant turnout at the end of 2020. The future of virtual networking on the HMV-WN platform will be re-examined in 2022.

In 2022, HMV-WN will also officially launch the new HMV-WN website, which has been updated by an independent consultant in 2021.

HMV-WN will also be continuing to explore new opportunities to increase inclusivity and accessibility of all programming, including by increasing programming opportunities for members of equity-seeking groups and other individuals seeking to take action to alleviate gender issues impacting their communities.

HMV-WN continues to run solely on a volunteer basis and self-funds all requisite programming and staffing costs. HMV-WN will be seeking financial opportunities in 2022 in order to expand its activities in order to further benefit members of the Network.